

APPRENTICESHIP DEVELOPMENT: PREPARING FOR SUCCESS

ABOUT DIXON VALVE & COUPLING COMPANY, LLC. Dixon Valve & Coupling is a 100-year-old manufacturer of hose couplings, valves, dry-disconnects, swivels and other fluid transfer and control products. The company serves numerous industries, including petroleum, refining, transportation, chemical processing, food and beverage, and construction, among others. With multiple locations throughout the U.S. and the world, Dixon is headquartered in Chestertown, Maryland, with around 350 employees.

THE CHALLENGE. Dixon has long dealt with the challenge of finding, recruiting, training and retaining talented and skilled employees to work in their production facility. Until recent years, recruiting new talent had not been as significant of an issue. However, with a workforce that is aging and nearing retirement and a lack of skilled machinists, journeyman and production workers, Dixon is exploring all options to help develop the workforce of the future.

MEP CENTER'S ROLE. To meet the ever-growing need of identifying and training new workers, MD MEP, part of the MEP National Network™, is supporting Dixon Valve in preparing the organization to explore Apprenticeship Training services. As part of this effort, the MD MEP team conducted a full-scale job-task analysis of the existing facility. They also conducted a comprehensive skills assessment of more than one hundred workers and developed job profiles for each position to better align the company's current needs with future training programs. The Dixon leadership and the MD MEP team are using this information to help develop a full apprenticeship training program to be implemented within the next 12 months.

"MEP is helping us evaluate our current workforce, identify the skills training we need to provide, and the curriculum that is best suited for our needs," said Chip Williams, Vice President of Human Resources. "MEP's training process and guidance will have a huge impact on our ability to meet our need for skilled employees."

"It's no secret that there is a gap between the manufacturing talent needed and the talent that is available today. Maryland's Manufacturing Extension Partnership is closing that gap by providing not only financial support, but also a proven process for training development tailored specifically for manufacturing. The MEP's help to move our traditional in-house apprenticeship program to one that is skills-based will allow us to attract, train, and retain our future workforce."

-Chip Williams, VP of Human Resources

RESULTS



Added/retained **10** jobs



Training of **10** new apprenticeship participants



Investment in training and apprenticeship

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